

SIT

SASKATCHEWAN
INDIAN
INSTITUTE OF
TECHNOLOGIES

ANNUAL REPORT 2008



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Chairman's Message

On behalf of our 75 First Nations, the Federation of Saskatchewan Indian Nations Executive, Senate, and Elders I am pleased to present the 2007/2008 SIIT Annual Report.

The future success of our people, communities, and province greatly rely on the performance and success of our institutions. As an institution of the FSIN I am extremely confident in SIIT's ability to meet the post-secondary education and trades training needs of our people. SIIT has once again proven it is an institution that inspires creativity balanced with a common sense approach to delivering comprehensive education and training programs. The result is a First Nations educational institute that also meets the professional and skilled labour needs of both the public and private sector at a critical time in our history.

SIIT's formal certificate and trades training programs are preparing our people for the challenges and opportunities that lay ahead. New doors of opportunity are opening for our people thanks to the innovative educational and training programs being offered. For example the new mobile trades training unit is a ground breaking and leading edge program that is providing a new entry point into adult education and trades training. I encourage our communities to take full advantage of this new program, which will bring trades training directly to the community level.

New innovative training strategies, combined with new funding arrangements with the Province of Saskatchewan and partnerships with industry, bring renewed energy and opportunity to SIIT. I want to commend the faculty, staff, and students of SIIT for their vision, dedication, and hard work. Together we can fulfill the dreams and career aspirations of our youth and those striving for higher education and the opportunities it brings.

SIIT has again proven it is the educational institute of choice for First Nations, and a growing number of non-First Nations. By continuing to work together in partnership, we will consistently improve the quality of life throughout our communities.

Respectfully,



Vice-Chief Lyle Whitefish
4th Vice-Chief
FEDERATION OF SASKATCHEWAN INDIAN NATIONS

President's Message

I am very pleased to provide the 2007-2008 President's message to our stakeholders.

The 2007-2008 fiscal year was definitely a year of transitional change. Our leadership at SIIT has changed from Ray Ahenakew as the Acting President to myself as the President and CEO in January 2008. The governance at SIIT remains strong and organized, and committed to furthering the needs of First Nations people and First Nation young people in their educational pursuits.

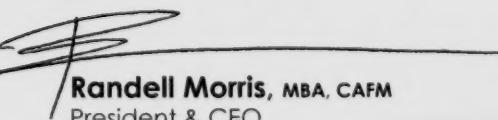
I am very pleased to report that during this fiscal year we have built and strengthened our college and are moving in a direction that will increase our young people's opportunities and abilities within the Province of Saskatchewan.

The Government of Saskatchewan has also changed and with it came new and inviting people and leaders to deal with. We have made great relationships with a number of different departments within government. We have a vibrant provincial economy across all industries, businesses and organizations, and we are trying to build new entrances and ways of defining new and innovative approaches to inclusion.

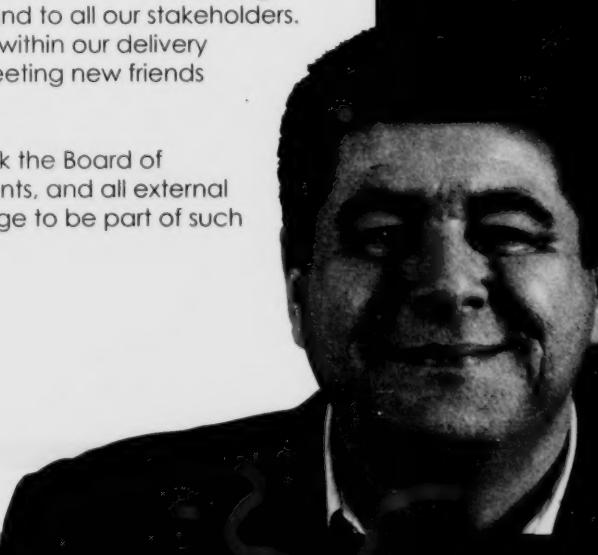
We have strengthened our capacity within SIIT by increasing our already existing departments, as well as building and sculpting new and unique methods to the way we do business. Our training strategies are very responsive to industry, and to all our stakeholders. We continue to look for new opportunities within our delivery capacities. We are always interested in meeting new friends who are supportive of our institution.

I would like to take this opportunity to thank the Board of Governors of SIIT, senior staff, faculty, students, and all external stakeholders and supporters. It is my privilege to be part of such a wonderful organization as SIIT.

Sincerely,


Randell Morris, MBA, CAFM
President & CEO

**"The 2007-2008
fiscal year was
definitely a year
of transitional
change."**



SIIT 2007-2008 Board of Governors



**Vice-Chief, Chairman
Lyle Whitefish**
Federation of Saskatchewan
Indian Nations



**Chief
Steven Jim**
Agency Chiefs Tribal Council



**Chief
Darcy Bear**
Saskatoon Tribal Council



**Chief
Bev Bellegarde**
File Hills Qu'Appelle Tribal Council



Edward Lerat
Independent First Nations
(Cowessess First Nation)



Petra Belanger
Southeast Treaty 4
Tribal Council



**Senator
George PeeAce**
FSIN Senate



**Senator
Roland Crowe**
FSIN Senate



**Chief
Rodger Redman**
File Hills Qu'Appelle Tribal Council



**Chief
Louis Taypotat**
Yorkton Tribal Council

Not Pictured

Chief
Percy Derocher
Meadow Lake
Tribal Council

Chief, Vice-Chairman
Sheldon Wuttunee
Battleford Agency
Tribal Chiefs

Edward Henderson
Prince Albert Grand Council

Chief
Dennis Dustyhorn
Touchwood Agency
Tribal Council

Grand Chief
Ron Michel
Prince Albert Grand Council

Chief
Wallace Fox
Independent First Nation
(Onion Lake First Nation)

Human Resources & Administration

The mandate and function of the Human Resources department is to raise professional standards and develop the particular skills required for promoting and supporting management and staff through its professional structure. The department strives to promote internal cohesion by encouraging staff to identify with the organization's goals, vision, and objectives.

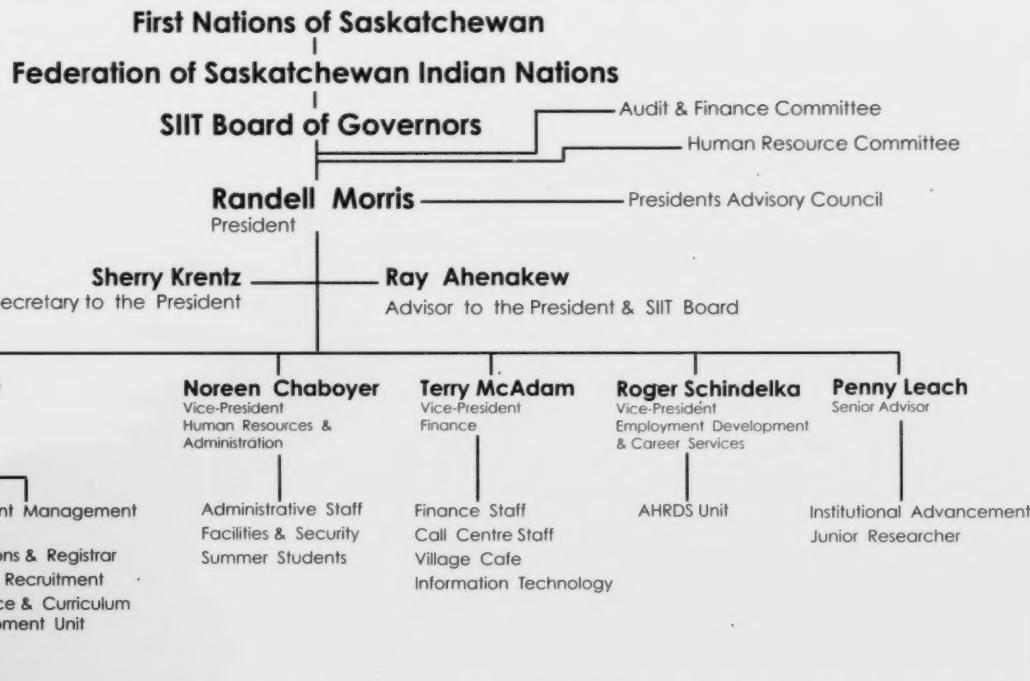
The establishment of best practices to effectively manage its human resources sends a powerful message to current and prospective employees that SIIT values its people and is committed to the philosophy that leadership and learning are indispensable to each other.

Senior management is committed to relying on the strength of its relationship with its employees by taking steps to continually improve the quality of its relationship with employees.

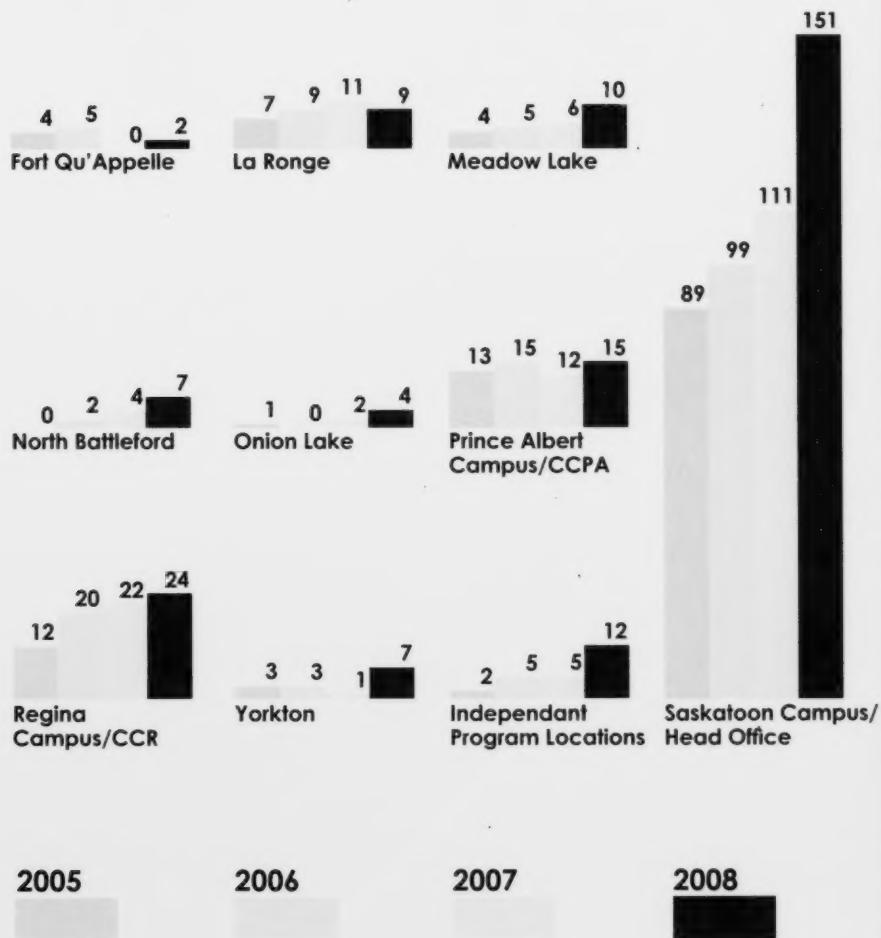
As noted in the chart, SIIT is on the cusp of a new era of growth and expansion. As part of attaining its vision SIIT has been working to attract new staff with excellent qualifications. With this growth SIIT boasts 61 per cent First Nations staff, which includes many graduates of our programs.

It is an exciting time of growth and expansion for SIIT. In order to grow its human resources SIIT is committed to investing in our human resource capacity.

Saskatchewan Indian Institute of Technologies



SIIT Staff Growth By Location From 2005-2008



“...SIIT values its people and is committed to the philosophy that leadership and learning are indispensable to each other.”

Workforce Development Unit

“The First Nations population is increasing and First Nations businesses within Saskatchewan are expanding.”

The delivery of post-secondary education is rapidly changing, and the Workforce Development Unit is evolving to meet this demand. The department unit proposes to:

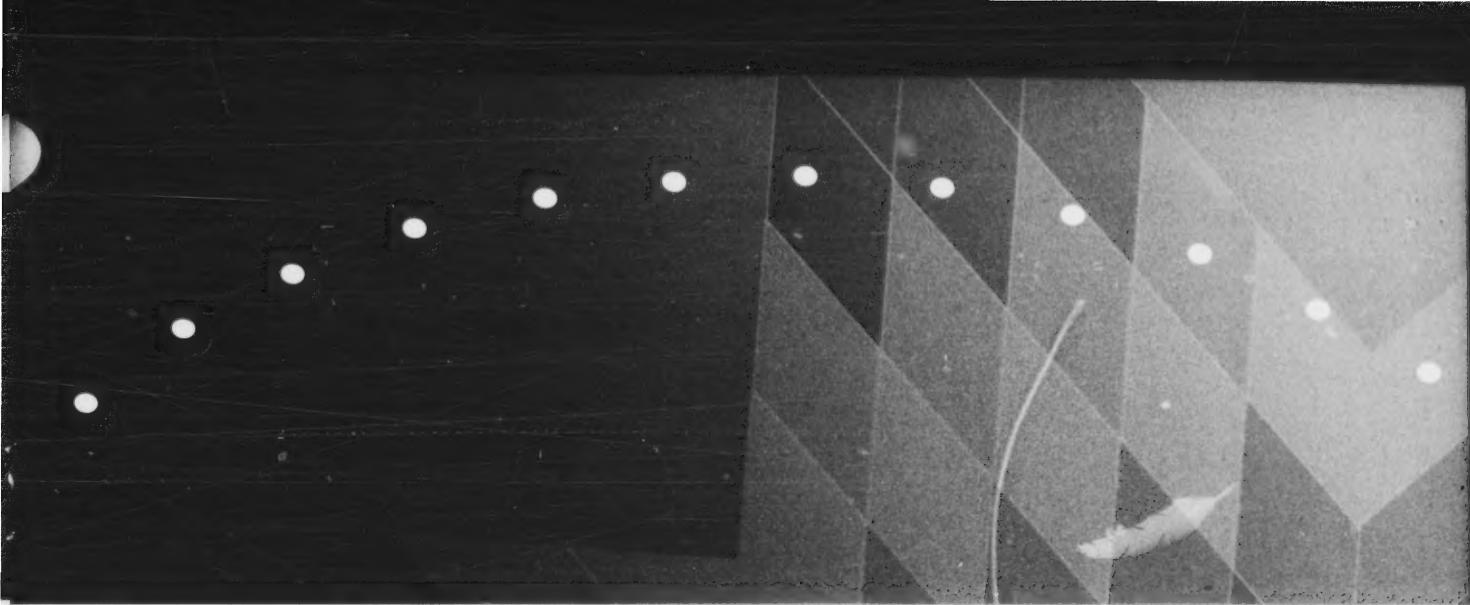
- Develop training plans with First Nations communities to enhance and develop their workforce;
- Train the First Nations workforce in the area of professional development, community development, health, and social development; and,
- Train non-First Nations workforce in the areas of professional development, community development, health, and social development with an emphasis on culturally responsive content.

The Unit's mission is to remain dynamic, train, and empower the First Nations workforce in order to enhance and improve our communities. This will be achieved by:

- Offering courses at the community level for all employed individuals to participate;
- Providing courses that focus on the skills needed by a community's workforce;
- Continuing awareness of First Nations cultures to non-First Nations workforces; and,
- Strive to build a strong community.

While striving to achieve the Unit's vision of continuous growth and empowerment the Unit remains consistent with SIIT's mandate of providing quality vocational and technical training to the First Nations workforce. This is achieved through:

- Innovative programming and culturally responsive curriculum;
- Increasing the visibility and reputation of SIIT by being a leader in the area of First Nations educational programming in Saskatchewan;
- Continuing to meet the needs of the First Nations workforce through training and employment; and,
- Meeting the increasing Saskatchewan labour demand.



The Workforce Development Unit has the opportunity to address the labour shortage and provide the skills necessary for First Nations and non-First Nations organizations to develop and retain First Nations employees. The Workforce Development Unit has the competitive advantage of niche marketing, a flexible organization, and strong community networking within Saskatchewan. The First Nations population is increasing and First Nations businesses within Saskatchewan are expanding. There is a large market to capture and our competitive edge will help secure the market.

The Workforce Development Unit outlines a plan of four goals to achieve:

- Quality programs and remain the program of choice;
- Continuous community involvement;
- Continuous growth and partnering; and,
- Retain our competitive edge in offering First Nations programming.

To achieve these goals the following professional development courses and/or programs are being offered or plan to be developed:

- Professional Development for First Nations community-based Community Health Representatives, Home Visitors, Addictions & Wellness Workers, and Economic Development Officers;
- Workplace Management Studies;
- Career Development; and,
- Online courses in all areas of study.

For further information on Workforce Development opportunities for your community or organization please call the:

- Community Resource Manager
306-477-9229
- Acting Director of Workforce Development
306-477-9235





Partnerships Formed Over 2007-2008

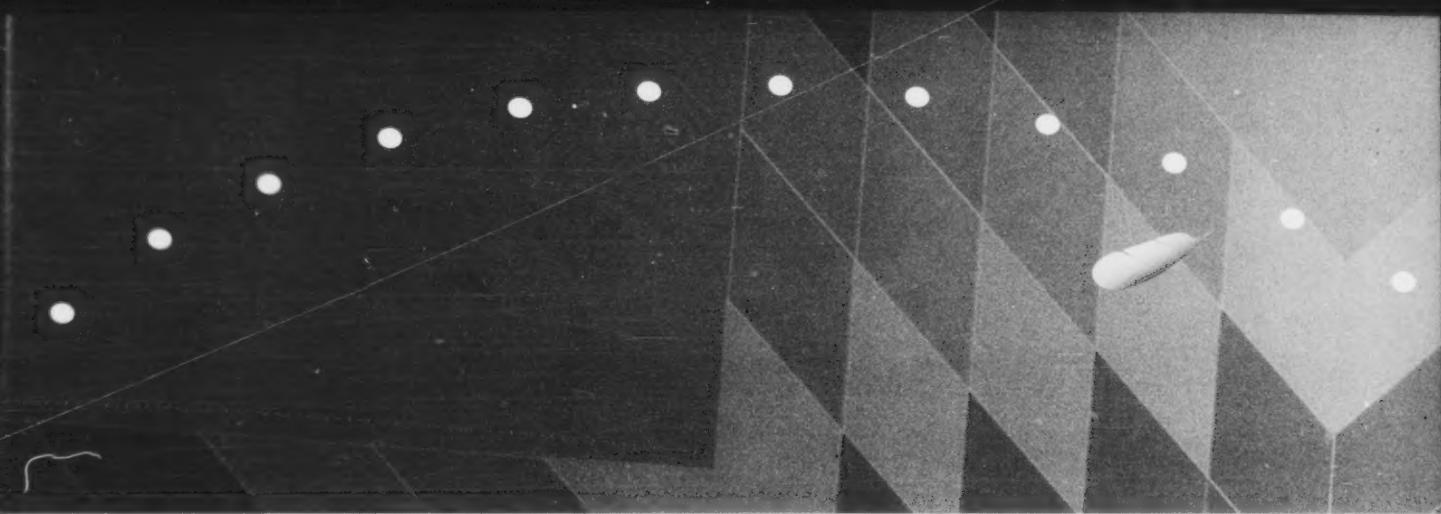
“SIIT operates six Career Centres across the province specializing in construction career development and industrial career development support services.”

The Saskatchewan Indian Institute of Technologies (SIIT) is Canada's leading Aboriginal technical training institute. Operating since 1976, SIIT has a solid track record of delivering post-secondary training to First Nations communities. SIIT is one of four principal academic and training institutions within the Province of Saskatchewan along with the Saskatchewan Institute of Applied Sciences and Technology, the University of Regina, and the University of Saskatchewan.

SIIT is mandated through the Federation of Saskatchewan Indian Nations to serve First Nations youth and adults by providing academic, vocational, and technical training. The Institute strives to provide educational services for continued career growth. The Institute is recognized through provincial legislation, *The Saskatchewan Indian Institute of Technologies Act*, which enables transferability of programs and credits to other colleges, universities, and professional learning organizations across Canada. The Act also grants SIIT the authority to confer diplomas and certificates.

SIIT trains approximately 1,200 students each year. Since 1986 more than 8,000 students have graduated from the institute. SIIT balances cultural sensitivity with academic support so that students have greater opportunities for success in their chosen career path. With this unique approach SIIT experiences a much lower rate of first year attrition compared with other post-secondary institutions.

Apart from the academic programming SIIT also delivers training and employment support through "projects". SIIT operates six Career Centres across the province specializing in construction career development and industrial career development support services. Individuals are employed directly with industry and receive safety training and support services through a job coach. In June 2000 the projects received the "Promotion of Aboriginal Participation in the Workplace" award from the Saskatchewan Labour Force Development Training for Excellence Awards. The Construction Career projects of Regina and Saskatoon were named the national award winner for the "Broad Community Collaboration" category of the Conference Board of Canada's 2001-2002 National Partners in Education Awards.



SIIT is also embarking on innovative programming in the aviation sector with the development of an Aircraft Maintenance Engineering Program. To assist in leveraging financial and industry support, SIIT has become involved in Canada's Industrial and Regional Benefits Policy. Administered under Industry Canada, off shore countries selected for Canadian procurement are obliged to invest equal resources to the contract in regional economic development. SIIT has been successful in structuring investment arrangements with Boeing, Rockwell Collins, and Lockheed Martin in order to establish a Saskatchewan Aviation Training Centre. SIIT has also worked with various other industry players to secure a direction in other industry sectors. Through the theme "Building an Inclusive Economy" SIIT has developed strategic industry round tables and dialogues in agriculture, finance, oil and gas, manufacturing, and mining. These sessions have yielded new involvement of First Nations in training, employment, and business development.

It is anticipated that the Saskatchewan Indian Institute of Technologies will play an increasingly critical role in influencing the growth and sustainability of the Canadian economy. Without strategic measures to bring the First Nation and Aboriginal population into the workplace, our economic viability and productivity will be adversely impacted. Nearly every sector of the economy is projecting massive retirements and the most ready solution is to create

supportive education and work environments that tap into and sustain the Aboriginal population.

The Saskatchewan Indian Institute of Technologies is gearing up for these demands. Through the creation of an "Institutional Advancement" unit and philosophy SIIT is actively building strategic partnerships to help build the capacity of the institution to grow, diversify, and commercialize in order to build an appropriate revenue base. Alliances with reputable companies such as Boeing, Hitachi, and Syncrude provide a clear signal to Canadian economic development players that investments in Aboriginal owned post-secondary institutions is the vital link to preparing the workforce of tomorrow.



Alumni

Eugene McKay

SIIT Programs:

Management Studies Certificate,
Diploma and Accounting

Graduated: 2004

Campus: Saskatoon

First Nation: James Smith Cree Nation

The training I received at the Saskatchewan Indian Institute of Technologies consisted of the Management Studies program. It provided me with the tools to take on various positions over the years that demanded me to be reliable, responsible, accountable, flexible, and the ability to be a self-starter. The combination of courses offered in the Management Studies program allows the student to consider future avenues of education.

For example, after the management program I continued my education with SIIT by pursuing the accountancy diploma. This accountancy program was an excellent choice as it provided me with all the relevant skills needed in today's accounting and finance industry. I can honestly state that receiving each of these diplomas through SIIT has been the building foundation for my business education and experience.

As I mentioned earlier, the programs at SIIT allow one to pursue other avenues of education. After I had completed the Management and Accountancy diplomas through SIIT, I then pursued my Bachelor of Commerce at the University of Saskatchewan. Following this degree, I furthered my education by obtaining my Master of Business Administration at the Edwards School of Business, University of Saskatchewan. As for my employment, I am now working with the Aboriginal Financial Officers Association of Saskatchewan (AFOA) as the Executive Director. I utilize many of the skills I have learned such as professional business presentations, budgeting, resource allocation, integrated marketing communication techniques, professional selling, and strategic planning.

Overall, I feel that I have obtained a well-rounded background in business education and SIIT was my foundation – my starting point. The academic success of an individual lies in one's own personal choice and their dedication to their own goals in life. My choice was to build on my education received through SIIT by later pursuing a Bachelors degree and a Masters degree. All of which launched me into a career with the Aboriginal Financial Officers Association of Saskatchewan.



Eugene McKay
Saskatchewan Director
Aboriginal Financial
Officers Association

Sandy Neufeld

SIIT Programs:

Community Services Addictions Certificate & Diploma

Graduated: 2008

Campus: Saskatoon

First Nation: Fishing Lake

One of the reasons I went to SIIT was because I wanted to go to a school that was of First Nations focus and accepts all ethnic individuals into their programs. I feel that this helps with diversity and to stop racism. I must say that I have had some of the best instructors at SIIT and I will never forget them. Actually I still remain in contact with them. More importantly, I have made lifetime friends that I will cherish forever. The laughs the students shared and the tribulations made our group even stronger. We all pulled together as one and made it through anything. Feelings like this made me feel as though this was where I was meant to go to school. I also enjoyed going to student services, because the staff were always helpful and friendly including the library staff. I am now an Addictions Counsellor and I work at three different organizations. I work at Quint Boy's Youth Lodge as a home operator and I also counsel any individuals that would like to talk. The second organization is the McLeod House, which is a men's transition house where I do case planning with the clients to assist them in dealing with their addictions and goal setting. My third work place is at Calder Centre. At this location I am a casual Addictions Counsellor and I do workshops. This includes taking the clients out to the Sweat Lodges where as staff we can participate. I also complete a variety of duties at Calder – too many to mention.

Overall, I have enjoyed being a student for the last two years as it was a huge payoff for me in the end. I wouldn't have traded schools in a million years! Attending SIIT has been the most rewarding journey for me and I would recommend it to anyone who is thinking of pursuing studies.

Sandy Neufeld

Addictions Counsellor

Quint Boy's Youth Lodge, McLeod House,
and Calder Centre

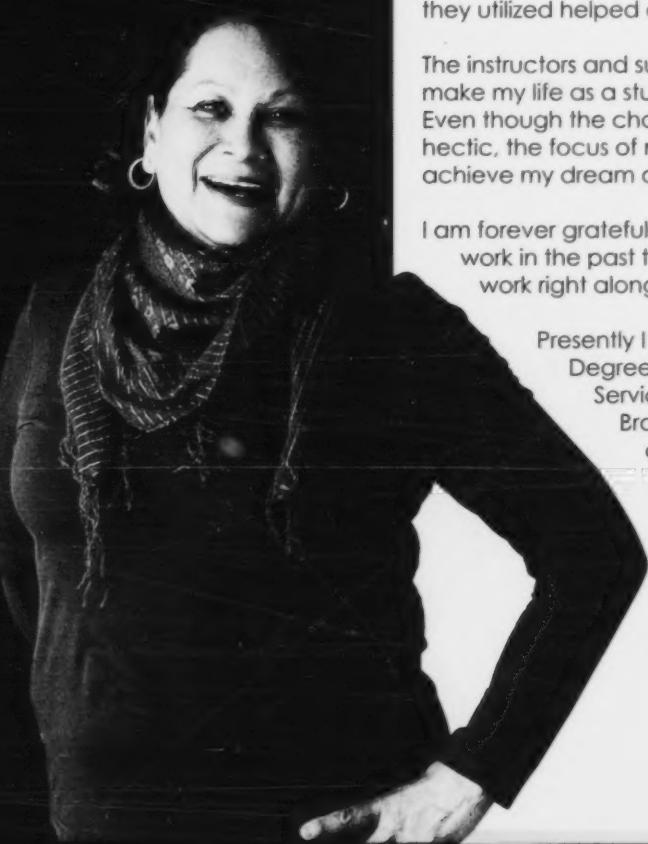
**“...I feel that
I have obtained
a well-rounded
background
in business
education and SIIT
was my foundation.”**



Alumni

Natalie Y. Keshane

“When I entered the Educational Assistant program it opened my eyes to the possibilities of the education field.”



SIIT Programs:

Adult 12, Community Services Addictions Certificate & Diploma

Graduated: 2006

Campuses: Yorkton & Saskatoon

First Nation: Keesekoose

I attended SIIT because the course content was designed to allow students who were already in the addictions field to become certified with the option of continuing this training. The program also encouraged me to continue my personal healing journey, while utilizing traditional culture as a method of healing. Essentially, I was searching for a safe educational environment that matched my traditional values so that this place assisted me in pursuing my academics. SIIT was the place I was guided to.

My experiences at SIIT were of true personal growth and very empowering. The instructors' teaching skills were excellent and the style they utilized helped ease my learning process.

The instructors and support staff were available at all times, which helped make my life as a student and single parent that much easier to handle. Even though the challenges as a mother and student were somewhat hectic, the focus of my learning was always within reach. SIIT allowed me to achieve my dream and live it by helping me further my education.

I am forever grateful to SIIT (i.e. staff, board, and politicians) for all the hard work in the past to help our First Nation people get their education and work right alongside the non-Aboriginal community.

Presently I am pursuing a First Nations & Aboriginal Counselling Degree at Brandon University in Manitoba. My Community Services Addictions diploma from SIIT was transferrable to Brandon University, which has allowed me to enter my current program of study. I expect to graduate in October 2009.

Natalie Y. Keshane

First Nations & Aboriginal Counselling Student
Brandon University

Donna Lee Ann Brown

SIIT Program: Practical Nurse Diploma (SIIT & NorQuest)
Graduated: 2005
Campus: Saskatoon
First Nation: Mistawasis

I chose SIIT for my Practical Nurse diploma because of funding costs. I had researched other LPN programs that existed with other post-secondary organizations, but the costs of these programs were more expensive when I compared them to SIIT.

I enjoyed my experience at SIIT for two years. I got to meet very nice people – plus my sisters are employed at SIIT. In other words, I always had a support network available at all times. Our class had 16 students, so the classes were small and we were able to work great together. We had amazing nursing instructors who helped us out all the time. The instructors were always there to help with whatever they could. The facilities were also amazing! We had a lab space right inside the school with all the latest nursing "gadgets."

When I graduated I began working casually at City Hospital Orthopedics in May 2005. In the same month, only one year later, I took a part-time position at Porteous Lodge, which is a long term care facility. Alongside this long term care facility I continued to work casually at City Hospital. In May 2007 I applied for a full time position at City Hospital in Orthopedics and I have been here ever since.

Donna Lee Ann Brown

Licensed Practical Nurse
City Hospital, Orthopedics

Ardis Iron

SIIT Program: Educational Assistant
Graduated: 2008
Campus: Saskatoon
First Nation: Canoe Lake

I decided to attend SIIT after I was referred by another Educational Assistant. My experience as a student was very positive and I found that it helped me grow in a career that I am very interested in. When I entered the Educational Assistant program it opened my eyes to the possibilities of the education field. It has been a stepping stone in my journey of becoming a teacher.

In recognition of this interest I decided to continue my education. I am now attending the Indian Teacher Education Program (ITEP) at the University of Saskatchewan.

Ardis Iron

ITEP Student
University of Saskatchewan



Alumni

Robin Clarke

SIIT Programs:

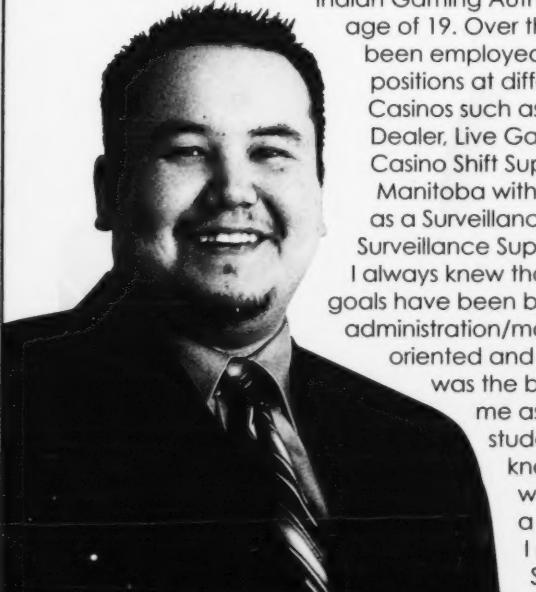
Management Studies Certificate & Diploma

Graduated: 2007

Campus: Prince Albert

First Nation: James Smith Cree Nation

After high school graduation I soon entered the gaming industry. I began my employment with the Saskatchewan



Indian Gaming Authority at the age of 19. Over the years I've been employed in various positions at different SIGA Casinos such as a Live Games Dealer, Live Games Pit Boss, Casino Shift Supervisor in Manitoba with OCN, as well as a Surveillance Operator and Surveillance Supervisor. However I always knew that my career goals have been business administration/management oriented and I felt that SIIT was the best choice for me as a First Nations student. Even more I knew that SIIT would be ideal for a mature student. I also knew many SIIT alumni that had become very successful in their careers. The fact that SIIT is a First Nations organization played a huge role in my decision to attend SIIT.

As a mature student I was much more engaged in my education. My experiences as a high school student were average. However as an SIIT student, I felt that it provided me with all of the tools that were needed to be successful in your studies. As a whole I feel that SIIT Management Studies courses allow you to "think outside the box," and see things from a different perspective. As far as I'm concerned I believe any successful SIIT student would excel in any institution.

My advice for any current or prospective SIIT students is that if you apply yourself and dedicate your efforts to your studies - you will be successful.

Currently I am still employed with SIGA at the Gold Eagle Casino in North Battleford, but I am now a Surveillance Manager. In my current position as a Surveillance Manager my training directly relates to these areas of my position:

Accounting/Finance

(i.e. interpretation and analysis of departmental operating budget)

Communications

(i.e. business writing, overcoming barriers, public speaking)

Conflict Resolution

(i.e. as a department head dealing with conflict is inevitable)

Computers

(i.e. everything is computerized like data bases, surveillance equipment, word processing, spreadsheets, accounting/procurement software, etc.)

Organizational Behaviour

(i.e. casinos employ many people with diverse backgrounds)

Law

(i.e. being aware of different laws and liability issues in a casino setting)

Robin Clarke

Surveillance Manager

Gold Eagle Casino

Saskatchewan Indian Gaming Authority

Jessica Atcheynum

SIIT Programs:

Adult 12 and Community Services Addictions Certificate

Graduated: 2002

Campus: Saskatoon

First Nation: Sweetgrass

I have always been the "helper" with my family, friends, and community. However my goal was to get educated and start using my "calling." It is here I thought I should begin to use my skills and knowledge in working as some form of a "helper." After I graduated from high school in 2000 with low marks, I wanted to move to Saskatoon and go onto post-secondary. Even though I was unsure of what field I wanted to go into, I knew I had to upgrade my marks and I had heard of SIIT offering an Adult 12 program and so I applied and graduated.

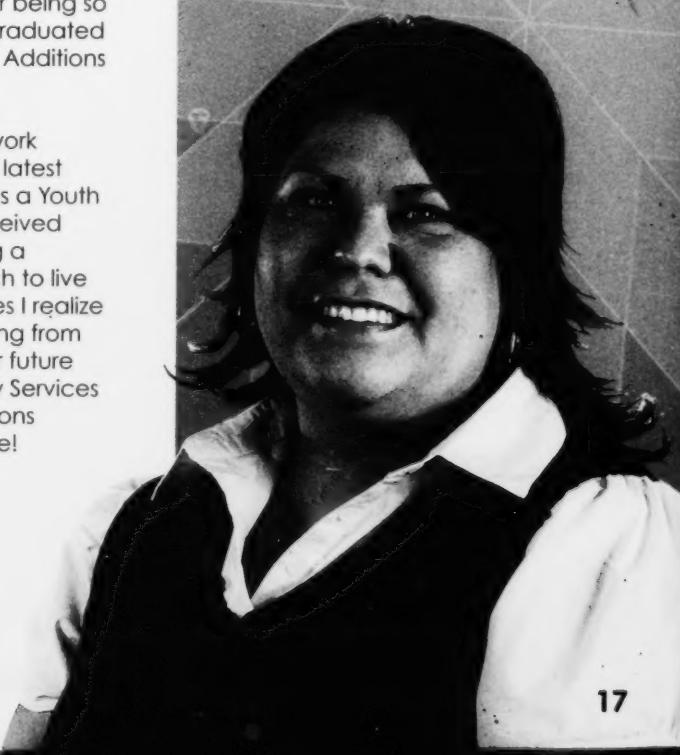
I felt so at home at SIIT because of the support services it offered. The on-campus Elders were easy to talk to, the instructors were helpful and friendly, and the support staff helped me through some challenging times as a student. The environment was so positive. SIIT made learning fun and interactive. After completing my Adult 12, I remember being so happy to be staying at SIIT to further my education. In 2002 I graduated with the highest overall average from the Community Services Addictions certificate.

Since I received my certificate I have had the opportunity to work with communities, families, and youth in various programs. My latest accomplishment is working at the BTC Indian Health Services as a Youth Outreach Worker. With this position and the training I have received from SIIT, I am able to focus on youth suicide prevention. Being a positive role model and showing the youth that there is so much to live for has been extremely fulfilling for me! As my journey continues I realize that there are many more youth that could benefit from learning from an individual who has a strong sense of education. In the near future I would like to return to SIIT to obtain my diploma in Community Services Addictions. Overall, attending the Community Service Addictions program at SIIT has given me an opportunity to help our people!

Jessica Atcheynum

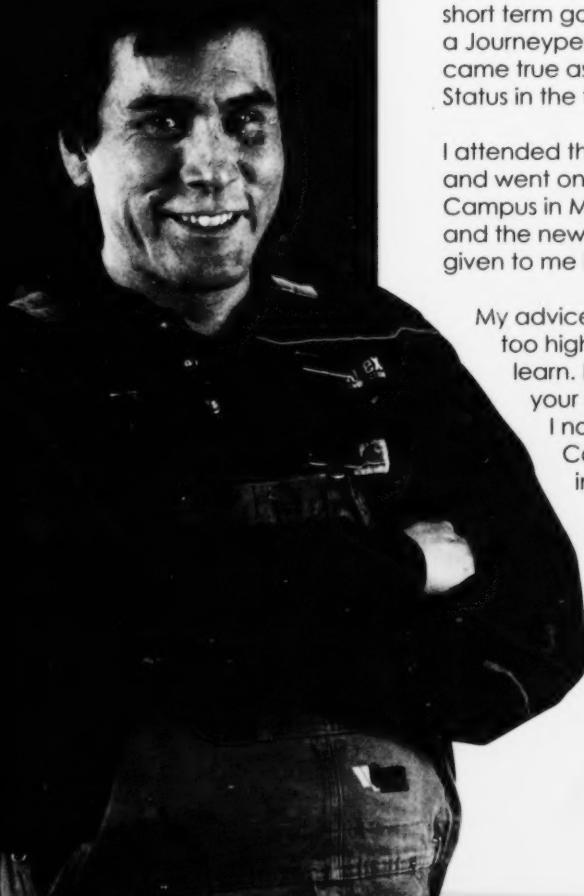
Youth Outreach Worker
Battleford Tribal Council
Indian Health Services

“ My advice for any current or prospective SIIT students is that if you apply yourself, and dedicate your efforts to your studies - you will, be successful.



Alumni

“...the practicum placement was an excellent tool that helped me gain professional references...”



Jason Bird

SIIT Programs: Carpentry Level I & II

Graduated: 2004

Campus: Saskatoon

Home town: Meadow Lake

I was born in Meadow Lake, but I have called Saskatoon home for over 15 years. Originally I had been involved in construction for quite sometime, especially working with my dad, as well as various construction companies over the years. In 2001 a Job Coach from Construction Careers Saskatoon dropped by a job site where I was working to find out if anyone would be interested in becoming an apprentice. I was very interested and on February 12, 2002 I signed up as an apprentice and became indentured through SIIT's Joint Training Committee. In my first interview with Construction Careers Saskatoon my short term goal was to find work, but my long term goal was to become a Journeyperson Carpenter. Finally on April 25, 2008, my long term goal came true as I attained my Red Seal Inter-Provincial Journeyperson Status in the trade of Carpentry.

I attended the Level I and Level II Carpentry training at SIIT in Saskatoon and went on to finish my Level III and Level IV with the SIAST Palliser Campus in Moose Jaw. While attending SIIT I enjoyed the atmosphere and the new skills that I was learning. I liked the fact that the outreach given to me by the Institute assisted so that I could become indentured.

My advice for new apprentices is to be open-minded. Do not have too high of expectations and pay attention in class and you will learn. Be sure to do the homework expected of you and read your books otherwise you will not achieve your highest level.

I now have been working for the last two years with Quorex Construction. I'm very happy to be a part of the team involved with projects at the Prairieland Park and, most recently, the Saskatoon Health Region's Mental Health Facility.

Jason Bird

Red Seal, Carpentry 2008

Quorex Construction

Delephine Gall

SIIT Programs:

Adult 12 and Indian Business Management

Graduated: 2000

Campuses: Regina & Fort Qu'Appelle

First Nation: Keeseekoos

Originally I went to SIIT because my employment counsellor encouraged me to do so. I also went through the Indian Business Management (IBM) program because the classes were transferable to the University of Regina and I had planned on continuing my education.

As someone who grew up in a non-First Nation world in Kitchener, Ontario, and having lived in a predominantly German community, I experienced a culture shock when my family moved back to

Saskatchewan. I knew that I was an Indian, but I just didn't know what that meant. When I attended the IBM program at SIIT I had finally learned that being an Indian was more than just belonging to a reserve or doing "Indian" things. I learned that being Indian meant being strong and having a proud sense of culture and traditions. My instructors were non-Aboriginal, but I had respect for them because they were educators in the same way our Elders are – they just have different versions of knowledge.



The administrators were First Nations role models to me as well, one of whom I used as a reference for a few years after graduating from the IBM program. The support I received at SIIT in tutoring, the understanding of family commitments, baby sitting issues, vehicle problems, etc., allowed me to continue in a program where I may not have been able to complete elsewhere. My average was a mid-seventy at the completion of the program and the practicum placement was an excellent tool that helped me gain "professional" references, which were related to my area of expertise in Human Resources. Here is some of my previous employment to give you an idea of where SIIT training has got me:

Aboriginal Co-ordinator, Canada Summer Games.

Organizational Development Co-ordinator,

Aboriginal Employment, Saskatchewan Liquor and Gaming Authority (SLGA).

Abilities Counsellor, First Nations Employment Centre.

Aboriginal Management Trainee, SaskEnergy.

Employment Counsellor, First Nations Employment Centre.

Assistant Employment Equity & Staff Development Officer, City of Regina.

I now work for the University of Regina as their Aboriginal, Diversity & Employment Consultant, which I enjoy!

Delephine Gall (Musqua)

Aboriginal, Diversity & Employment Consultant

Human Resources

University of Regina



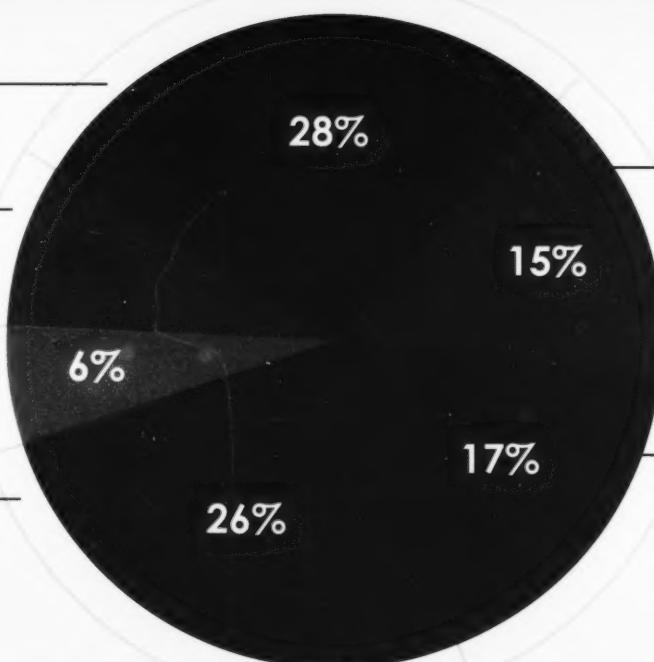
2008 Revenue Breakdown

SITAG—
\$5,494,248

Other—
\$1,446,079

SIIT Call Centre—
\$1,145,988

Province of
Saskatchewan
\$4,978,797



Other First
Nations Sources
\$2,964,175

Government of
Canada
\$3,250,722

2008 Expense Breakdown

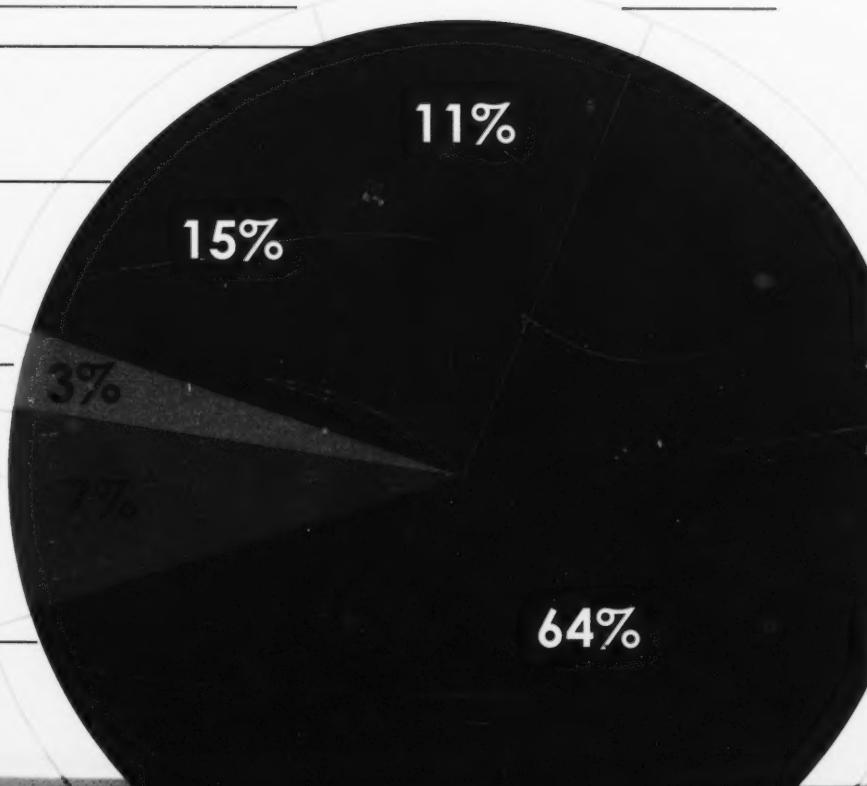
Institutional Operations—
\$2,035,725

Contract Projects—
\$2,760,898

SIIT Call Centre—
\$524,409

Contract Training—
\$1,308,553

Institutional Programs—
\$11,709,297



2008 Revenue Overview

		Institutional Programs & Operations	Contract Training	Contract Projects & Other	Total / % By Source
First Nations & Tribal Councils		Tuition Fees Direct Purchases	1,638,977 991,002		203,760
Other First Nations Sources	SITAG	Regional Program Delivery AHRDS Operations Unit/ Technical/Coordination Projects	4,737,023		648,985 108,240
	Indian Resource Council	Oil and Gas Needs Survey			51,000
	First Nations Agricultural Program	Management Program	25,000		
	Charles J. Andrews Youth Treatment Centre	Youth Development Program	54,436		
Government of Canada	INAC	Indian Studies Support Program Mobile Training Lab Firefighter Training Best Practices Pipeline Projects/ Understanding Barriers Process Operator Technician	1,440,000 143,356	75,098	148,977 95,700 23,044 38,158
	First Nations & Inuit Health	NNADAP/Addictions/ Health Programs Community Health Representatives Training Doula Training Aboriginal Health/ Human Resources Development		82,071 23,135	72,217
Province of Saskatchewan		Core Operating Grant Trades & Technologies Adult Basic Education Student Employment Programs	1,152,116 2,049,096 627,485 3,500		1,146,600
SIT Call Centre					1,145,988
Other		Tuition fees non-related	468,713		
	Regional Colleges	Trades & Technologies Office Management Programs	266,656 18,660		3,277
	Rockwell Collins/ Boeing Aerospace/ Lockheed Martin	Industrial & Regional Benefits Program			232,428
	Crown Corporations	Trades & Technologies	173,531		
	Dumont Technical Institute	Office Management Programs Trades & Technologies	33,921 10,884		
		Miscellaneous Interest	91,255		77,227 69,527
			\$13,925,611	\$ 1,289,270	\$ 4,065,128
			Total	\$19,280,009	\$19,280,009
					100.0%

SIIT Student Statistics

Academic Programs	2006-07	2007-08
Certificate/ Diploma	408	361
Health & Community Studies		
Certificate/ Diploma	221	188
Short Term Training		
Trades & Industrial		
Certificate/ Diploma	311	424
Quick Skills Training		88
Work Force Curriculum		
Development	194	163
Short Term Training	59	59
Basic Education		
Adult 10	171	179
Adult 12	169	113
Pre Adult 10	90	59
Total Students	1623	1634

Note: Short Term and Quick Skills Training are less than 30 days in duration.

Academic Programs	2006-07	2007-08
Accountancy	9	8
Hotel Hospitality I		
Hotel Hospitality II	5	
Information Technologies I	35	31
Information Technologies II	25	16
IT Advanced Certificate		7
Management Studies I	111	141
Management Studies II	120	103
Office Management	73	45
Professional Golf Management I	6	1
Professional Golf Management II	7	
Professional Golf Management Advanced		
Workplace Management	17	9
Health & Community Studies		
Addictions I	36	22
Addictions II	14	17
Advanced Certificate in Youth Development	17	29
Education Assistant	42	33
First Nations Childcare I		
First Nations Childcare II	13	
Home Care Aid		36
Home Health Long Term Care Aide	8	
Life Skills Coach Training	30	
Practical Nurse Preparation	23	18
Practical Nurse	26	33
Tribal Policing		
Basic Education		
Adult 10	171	179
Adult 12	169	113
Pre Adult 10	90	59
Trades & Industrial		
Carpentry Level I	61	60
Carpentry Level II	21	52
Carpentry Level III		14
Carpentry Level IV		12
Combined Firefighter Paramedic Program		
Construction Worker Prep	85	105
Energy Sector Training to Employment	17	15
Heavy Equipment Operator	24	22
Power Engineering Technician 4th Class	11	7
Process Operation Technician I	19	19
Process Operation Technician II	12	15
Welding to Employment		36
Trade Development		66
Women In Trades	11	12
	1358	1324
Short Term Training	265	310
TOTAL STUDENTS	1623	1634

SIIT Student Statistics

Academic Programs	2006-07	2007-08	Academic Programs	2006-07	2007-08
Certificate/ Diploma	408	361	Accountancy	9	8
Health & Community Studies			Hotel Hospitality I	5	
Certificate/ Diploma	221	188	Hotel Hospitality II	35	31
Short Term Training			Information Technologies I	25	16
Trades & Industrial			Information Technologies II		7
Certificate/ Diploma	311	424	IT Advanced Certificate		111
Quick Skills Training		88	Management Studies I	120	141
Work Force Curriculum			Management Studies II	73	103
Development	194	163	Office Management	6	45
Short Term Training	59	59	Professional Golf Management I	7	1
Basic Education			Professional Golf Management II		Professional Golf Management Advanced
Adult 10	171	179	Workplace Management	17	9
Adult 12	169	113			
Pre Adult 10	90	59			
Total Students	1623	1634			
Note: Short Term and Quick Skills Training are less than 30 days in duration.					
Health & Community Studies					
Addictions I			Addictions I	36	22
Addictions II			Addictions II	14	17
Advanced Certificate in Youth Development			Advanced Certificate in Youth Development	17	29
Education Assistant			Education Assistant	42	33
First Nations Childcare I			First Nations Childcare I		
First Nations Childcare II			First Nations Childcare II	13	
Home Care Aid			Home Care Aid		36
Home Health Long Term Care Aide			Home Health Long Term Care Aide	8	
Life Skills Coach Training			Life Skills Coach Training	30	
Practical Nurse Preparation			Practical Nurse Preparation	23	18
Practical Nurse			Practical Nurse	26	33
Tribal Policing			Tribal Policing		
Basic Education			Basic Education		
Adult 10			Adult 10	171	179
Adult 12			Adult 12	169	113
Pre Adult 10			Pre Adult 10	90	59
Trades & Industrial					
Carpentry Level I			Carpentry Level I	61	60
Carpentry Level II			Carpentry Level II	21	52
Carpentry Level III			Carpentry Level III	14	14
Carpentry Level IV			Carpentry Level IV		12
Combined Firefighter Paramedic Program			Combined Firefighter Paramedic Program		
Construction Worker Prep			Construction Worker Prep	85	105
Energy Sector Training to Employment			Energy Sector Training to Employment	17	15
Heavy Equipment Operator			Heavy Equipment Operator	24	22
Power Engineering Technician 4th Class			Power Engineering Technician 4th Class	11	7
Process Operation Technician I			Process Operation Technician I	19	19
Process Operation Technician II			Process Operation Technician II	12	15
Welding to Employment			Welding to Employment	36	66
Trade Development			Trade Development		25
Women In Trades			Women In Trades	11	12
				1358	1324
Short Term Training					
				265	310
TOTAL STUDENTS					
				1623	1634

Vice-President Finance Message

Saskatchewan Indian Institute of Technologies

Financial Report

Fiscal Year Ended June 30, 2008

I am pleased to present the financial report along with the audited financial statements of the Saskatchewan Indian Institute of Technologies (SIIT) for the fiscal year ended June 30, 2008.

This year has seen tremendous growth for SIIT. Revenue has increased by more than 21% from the previous fiscal year as our various stakeholders have demonstrated tremendous confidence in our ability to deliver educational services to our clientele. There is renewed energy within the institution as we strive to utilize our resources in the most effective and efficient way possible. Our balance sheet has never been stronger and we are pleased that our revenue streams have diversified considerably. The attached revenue chart identifies four major sources of revenue accounting for over 86% of the institution funding.

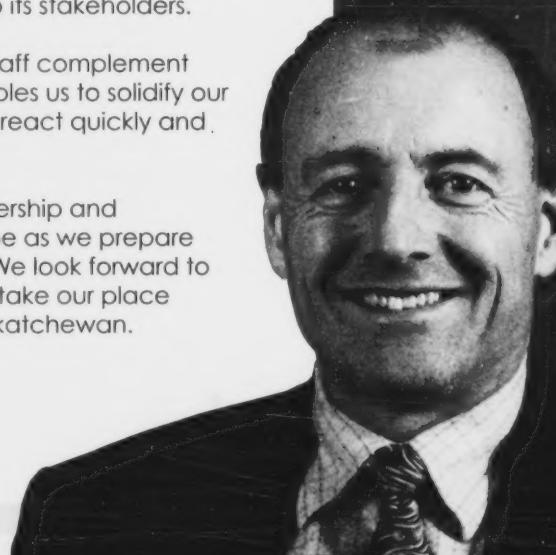
Our Finance Committee continues to provide strong governance under the leadership of Chair, Chief Darcy Bear and committee members, Chief Rodger Redman and Councillor Edward Lerat. The committee has provided direction and support during this era of unprecedented growth. SIIT continues to receive unqualified audit reports and maintains strong accountability to its stakeholders.

SIIT is a growing and happening place. Our staff complement has risen to nearly 200 employees, which enables us to solidify our infrastructure as well as maintain our ability to react quickly and capitalize on opportunities.

Our institution is in a good place. Strong leadership and competent staff provide confidence and hope as we prepare ourselves for further challenges and growth. We look forward to exciting and fulfilling times in the future as we take our place among leading educational institutions in Saskatchewan.

Terry McAdam, CA, CAFM
Vice-President Finance

“ There is renewed energy within the institution as we strive to utilize our resources in the most effective and efficient way, possible.”



2007 - 2008 Financials



KPMG LLP
Chartered Accountants
600 - 128 Fourth Avenue South
Saskatoon SK S7K 1M8

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Fax (306) 934-6233
Internet www.kpmg.ca

Auditors' Report To The Board Of Governors

We have audited the statement of financial position of Saskatchewan Indian Institute of Technologies as at June 30, 2008 and the statements of operations, changes in net assets, and cash flows for the year then ended. The Institute is responsible for preparing these financial statements for Treasury Board's approval. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Institute as at June 30, 2008 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

KPMG LLP

Chartered Accountants
Saskatoon, Canada
October 10, 2008

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Financial Position

Year ended June 30, 2008, with comparative figures for 2007

Assets	2008	2007
Current Assets:		
Cash	\$ 2,352,428	\$ 1,603,332
Accounts receivable (note 3)	2,445,292	1,770,924
Inventories	20,999	19,522
Prepaid expenses and other	33,505	49,067
	4,852,224	3,442,845
 Investment in Sun Life Financial (note 13)	 262,817	 98,532
Property and equipment (note 4)	4,446,144	4,569,180
	 \$ 9,561,185	 \$ 8,110,557

Liabilities and Net Assets

Current Liabilities:

Accounts payable and accrued liabilities (note 5)	\$ 1,686,875	\$ 1,416,468
Deferred revenue (note 6)	2,588,711	2,281,977
Current portion of long-term debt (note 7)	235,118	200,173
	4,510,704	3,898,618
Long term debt (note 7)	2,073,952	2,259,103
Deferred contributions (note 8)	716,663	798,382
Net asset	2,259,866	1,154,454
Commitments (note 9)	\$ 9,561,185	\$ 8,110,557

See accompanying notes to financial statements.

On behalf of the Board

—

S. W. Ulrich

2007 - 2008 Financials

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGY

Statement of Operations

Year ended June 30, 2008, with comparative figures for 2007

Revenue (schedule 1):

Institutional programs and operations	\$ 13,925,611	\$ 11,397,097
Contract projects	3,980,658	3,318,113
Contract training	1,289,270	1,143,660
Other	84,470	46,736
	19,280,009	15,905,606

Expenses (schedule 2):

Institutional programs	11,709,297	9,389,364
Institutional operations	2,012,906	2,073,239
Contract projects	3,285,307	3,041,746
Contract training	1,308,553	1,164,817
SIIT building	22,819	(85,763)
	18,338,882	15,583,403

Excess of revenue over expenses

\$ 941,127 \$ 322,203

See accompanying notes to financial statements.

STATEMENT OF CHANGES IN NET ASSETS

Statement of Changes in Net Assets

Year ended June 30, 2008, with comparative figures for 2007

	Invested in property and equipment (note 10)	Internally Restricted (note 11)	Unrestricted	2008 Total	2007 Total
Balance, beginning of year	\$ 1,311,522	\$ 227,691	\$ (384,759)	\$ 1,154,454	\$832,251
Adjustment for initial recognition of fair market value of investments (note 13)	-	-	219,479	219,479	-
Excess (deficiency) of revenue over expenses	(438,179)	-	1,379,306	941,127	322,203
Internally imposed restrictions (note 11)	-	(170,169)	170,169	-	-
Investment in property and equipment	547,068	-	(547,068)	-	-
Unrealized investment loss (note 13)	-	-	(55,194)	(55,194)	-
Balance, end of year	\$ 1,420,411	\$ 57,522	\$ 781,933	\$ 2,259,866	\$ 1,154,454

See accompanying notes to financial statements.

2007 - 2008 Financials



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Operations

Year ended June 30, 2008, with comparative figures for 2007

	2008	2007
Revenue (schedule 1):		
Institutional programs and operations	\$ 13,925,611	\$ 11,397,097
Contract projects	3,980,658	3,318,113
Contract training	1,289,270	1,143,660
Other	84,470	46,736
	<u>19,280,009</u>	<u>15,905,606</u>
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Institutional operations	2,012,906	2,073,239
Contract projects	3,285,307	3,041,746
Contract training	1,308,553	1,164,817
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	<u>18,338,882</u>	<u>15,583,403</u>
Excess of revenue over expenses	\$ 941,127	\$ 322,203

See accompanying notes to financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Changes in Net Assets

Year ended June 30, 2008, with comparative figures for 2007

	Invested in property and equipment (note 10)	Internally Restricted (note 11)	Unrestricted	2008 Total	2007 Total
Balance, beginning of year	\$ 1,311,522	\$ 227,691	\$ (384,759)	\$ 1,154,454	\$832,251
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Excess (deficiency) of revenue over expenses	(438,179)	-	1,379,306	941,127	322,203
Internally imposed restrictions (note 11)	-	(170,169)	170,169	-	-
Investment in property and equipment	547,068	-	(547,068)	-	-
Unrealized investment loss (note 13)	-	-	(55,194)	(55,194)	-
Balance, end of year	\$ 1,420,411	\$ 57,522	\$ 781,933	\$ 2,259,866	\$ 1,154,454

See accompanying notes to financial statements.

2007 - 2008 Financials

Statement of Cash Flows Year ended June 30, 2008, with comparative figures for 2007

Cash flows from (used in):

Operations:

Excess of revenue over expenses	\$ 941,127	\$ 322,203
Items not involving cash:		
Amortization	519,898	737,971
Loss (gain) on disposal of property and equipment	-	50,230
Amortization of deferred contributions,	(81,719)	(342,760)
Change in non-cash operating working capital:		
Accounts receivable	(674,368)	(135,700)
Prepaid expenses and other	14,085	(40,539)
Accounts payable and accrued liabilities	270,407	23,149
Deferred revenue	306,734	1,326,812
	1,296,164	1,941,366

Financing:

Increase in long-term debt	57,559	-
Repayment of long-term debt	(207,765)	(200,063)

Investing:

Purchase of property and equipment	(396,862)	(196,340)
	(396,862)	(196,340)

Increase in cash	749,096	1,544,963
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Cash position, beginning of year	1,603,332	58,369
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Cash position, end of year	\$ 2,352,428	\$ 1,603,332
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Supplemental cash flow disclosure:

Interest paid	\$ 145,670	\$ 156,331
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See accompanying notes to financial statements.

2007 - 2008 Financials

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Statement of Cash Flows

Year ended June 30, 2008, with comparative figures for 2007

	2008	2007
Cash flows from (used in):		
Operations:		
Excess of revenue over expenses	\$ 941,127	\$ 322,203
Items not involving cash:		
Amortization	519,898	737,971
Loss (gain) on disposal of property and equipment	-	50,230
Amortization of deferred contributions	(81,719)	(342,760)
Change in non-cash operating working capital:		
Accounts receivable	(674,368)	(135,700)
Prepaid expenses and other	14,085	(40,539)
Accounts payable and accrued liabilities	270,407	23,149
Deferred revenue	306,734	1,326,812
	1,296,164	1,941,366
Financing:		
Increase in long-term debt	57,559	-
Repayment of long-term debt	(207,765)	(200,063)
	(150,206)	(200,063)
Investing:		
Purchase of property and equipment	(396,862)	(196,340)
	(396,862)	(196,340)
Increase in cash	749,096	1,544,963
Cash position, beginning of year	1,603,332	58,369
Cash position, end of year	\$ 2,352,428	\$ 1,603,332
Supplemental cash flow disclosure:		
Interest paid	\$ 145,670	\$ 156,331

See accompanying notes to financial statements.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements

Year ended June 30, 2008

Purpose of the organization:

The Saskatchewan Indian Institute of Technologies (the "Institute"), provides academic and career education and training to First Nations adults in Saskatchewan. It is governed by the *Saskatchewan Indian Institute of Technologies Act* of the Federation of Saskatchewan Indian Nations Legislative Assembly and the *Saskatchewan Indian Institute of Technologies Act* of the Province of Saskatchewan.

1. Accounting principles and policies:

The Institute's financial statements have been prepared in accordance with Canadian generally accepted accounting principles and reflect the following significant policies:

(a) Use of estimates:

The preparation of financial statements in conformity with Canadian generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amount of revenue and expenses during the reporting period. Actual results could differ from these estimates.

(b) Cash:

Cash consists of balances with financial institutions which have an initial term to maturity of three months or less.

(c) Investments:

Effective July 1, 2007, investments are classified as available-for-sale and stated at fair value (note 13). Unrealized gains and losses on investments are recorded in unrestricted net assets until they are realized, at which time they are transferred to investment income. If a decline in the market value of an investment is considered other than temporary in nature, the loss is transferred to reduce investment income. Investments are valued at year-end quoted market prices. Investment management fees and transaction costs are expensed as incurred.

2007 - 2008 Financials

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2008

1. Accounting principles and policies (continued):

(d) Revenue recognition:

The Institute follows the deferral method of accounting for revenue. Funding for operational and program expenses of future periods are deferred and recognized as revenue in the year in which the related expense is incurred. Funding designated for property and equipment is deferred and recognized as revenue on the same basis as the related property and equipment are amortized.

Revenue from contractual training and projects is recognized as the service is delivered.

Revenue from tuition and fees is recognized as the course instruction is delivered.

(e) Property and equipment:

Property and equipment for which the Institute holds title are recorded at cost. The net assets invested in property and equipment represent the cumulative cost of assets, less accumulated amortization and financing.

Amortization is provided to charge the cost of property and equipment to operations over their estimated useful lives and is calculated using the following methods and rates:

Assets	Method	Rate
Building	Straight-line	20 years
Automotive equipment	Declining balance	30%
Office furniture and equipment	Declining balance	20%
Course equipment	Declining balance	20%
Leasehold improvements	Declining balance	20%
Computer software	Straight-line	2 years
Computer hardware	Straight-line	2 years

(f) Restrictions on net assets:

The Board of Directors have placed internal restrictions on a portion of the net assets of the Institute for special projects. These internally restricted amounts are not available for other purposes without approval of the Board of Directors (note 11).

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2008

2. Related party transactions:

The Institute is related to the Federation of Saskatchewan Indian Nations ("FSIN"), FSIN member First Nations and Tribal Councils, and other entities governed by the FSIN including:

- Saskatchewan Indian Training Assessment Group Inc. ("SITAG")
- First Nations University Canada ("FNUC")
- Saskatchewan Indian Cultural Centre ("SICC")
- Saskatchewan Indian Gaming Authority ("SIGA")

Amounts payable to, or receivable from, related parties are separately disclosed in the notes to the financial statements.

Significant payments to related parties during the year were primarily for program expenses and class rental with total expensed amounts as follows:

	2008	2007
First Nations and Tribal Councils	\$ 1,222,994	\$ 1,101,504
FSIN	67,908	78,233
FNUC	1,350	300
SICC	1,334	118

Revenues received from related parties were primarily for program purchases and tuition with total revenue as follows:

	2008	2007
SITAG	\$ 5,453,963	\$ 5,040,051
First Nations and Tribal Councils	1,176,242	2,544,283
First Nations Agricultural Council	25,000	-

2007 - 2008 Financials

ASIAN CHINWAN INDIA FOUNDATION

Notes to Financial Statements (continued)
Year ended June 30, 2008

External Related parties:						
SITAG				\$ 1,147,403		\$ 1,157,639
First Nations and Tribal Councils				959,247		463,912
FSIN				322,104		141,304
Indian Resource Council				8,069		8,069
SIGA				2,047		-
First Nations Employment Centre				5,125		-
				1,297		-
					\$ 2,445,292	\$ 1,770,924

	Cost	Accumulated Amortization		Net Book Value	Cost	Accumulated Amortization	Net Book Value
Building	\$ 4,968,107	\$ 2,009,382		\$ 2,958,725	\$ 4,964,715	\$ 1,760,977	\$ 3,203,738
Land	550,000	-		550,000	550,000	-	550,000
Leasehold improvements	1,418,844	1,041,734		377,110	1,361,720	947,457	414,263
Course equipment	1,958,053	1,584,673		373,380	1,769,995	1,491,328	278,667
Office furniture	388,416	319,910		68,506	355,957	302,784	53,173
Office equipment	433,310	382,222		51,088	411,979	369,450	42,529
Automotive equipment	82,559	33,693		48,866	25,000	12,750	12,250
Computer hardware	999,176	991,896		7,280	984,616	975,300	9,316
Computer software	239,780	228,591		11,189	217,402	212,158	5,244
	\$ 11,038,245	\$ 6,592,101		\$ 4,446,144	\$ 10,641,384	-	\$ 4,569,180

The amortization expense for the current year is \$519,898 (2007 -\$737,971).

5. Accounts payable and accrued liabilities

External Related parties:					
First Nations and Tribal Councils				\$ 1,434,503	\$ 1,096,788
FSIN				235,572	312,080
FNUC				16,800	5,000
SICC				-	600
				-	2,000
				\$ 1,686,875	\$ 1,416,468

2007 - 2008 Financials



SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2008

3. Accounts receivable:

	2008	2007
External	\$ 1,147,403	\$ 1,157,639
Related parties:		
SITAG	959,247	463,912
First Nations and Tribal Councils	322,104	141,304
FSIN	8,069	8,069
Indian Resource Council	2,047	-
SIGA	5,125	-
First Nations Employment Centre	1,297	-
	\$ 2,445,292	\$ 1,770,924

4. Property and equipment:

	Cost	Accumulated Amortization	Net Book Value	2008		Accumulated Amortization	Net Book Value
				Cost	Accumulated Amortization		
Building	\$ 4,968,107	\$ 2,009,382	\$ 2,958,725	\$ 4,964,715	\$ 1,760,977	\$ 3,203,738	
Land	550,000	-	550,000	550,000	-	550,000	
Leasehold improvements	1,418,844	1,041,734	377,110	1,361,720	947,457	414,263	
Course equipment	1,958,053	1,584,673	373,380	1,769,995	1,491,328	278,667	
Office furniture	388,416	319,910	68,506	355,957	302,784	53,173	
Office equipment	433,310	382,222	51,088	411,979	369,450	42,529	
Automotive equipment	82,559	33,693	48,866	25,000	12,750	12,250	
Computer hardware	999,176	991,896	7,280	984,616	975,300	9,316	
Computer software	239,780	228,591	11,189	217,402	212,158	5,244	
	\$ 11,038,245	\$ 6,592,101	\$ 4,446,144	\$ 10,641,384	-	\$ 6,072,204	\$ 4,569,180

The amortization expense for the current year is \$519,898 (2007 -\$737,971).

5. Accounts payable and accrued liabilities:

	2008	2007
External	\$ 1,434,503	\$ 1,096,788
Related parties:		
First Nations and Tribal Councils	235,572	312,080
FSIN	16,800	5,000
FNUC	-	600
SICC	-	2,000
	\$ 1,686,875	\$ 1,416,468

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)
Year ended June 30, 2008

6. Deferred revenue:

The following program revenues are to be applied against program expenses to be made subsequent to June 30, 2008:

	2008	2007
Industrial and Regional Benefits Programs	\$ 1,437,950	\$ 1,069,948
Indian and Northern Affairs Canada:		
Firefighter Training	214,113	89,211
Oil and Gas Land Development Workshop	100,000	-
Community Support Services (Promoting Best Practices)	74,300	170,000
Understanding Barriers to Education and Employment	58,439	-
Community Economic Development (Mobile Training Lab)	-	292,333
Province of Saskatchewan:		
Adult Basic Education Programs	154,190	101,074
Skills Programs (Trades and Industrial)	115,518	-
Construction Careers	30,632	14,032
Construction Worker Prep	15,271	11,017
Core Operating Grant	12,299	63,815
Manufacturing Sector Labour Examination	11,103	15,000
Apprenticeship (Carpentry)	9,391	-
Technology Enhanced Learning Project	382	30,437
Agriculture Industry Round Table	-	1,417
First Nations and Tribal Councils:		
Workplace Management	135,600	137,874
Adult Basic Education Programs	35,059	57,190
Board Governance	12,898	-
Heavy Equipment Operator	-	16,850
Orientation to Daycare	-	9,304
Life Skills Coach Training	-	2,660
Tuition (Addictions and Practical Nurse)	90,255	-
Charles J. Andrews Youth Treatment Centre (Youth Development)	49,508	-
Enbridge Pipelines Inc. (Training to Employment)	19,619	-
Scholarship Funding	5,401	12,106
Dumont Technical Institute (Management Studies)	3,753	2,901
First Nations and Inuit Health:		
National Native Alcohol and Drug Abuse Program	-	58,417
North West College (Heavy Equipment Operator)	-	46,564
Northlands College:		
Corrections	-	20,535
Heavy Equipment Operator	-	13,357
Power Engineering Technician	-	6,521
Crown Investments Corp (CIC Feasibility Study)	-	20,947
Athabasca Health Authority (Addictions)	-	15,603
Miscellaneous	3,030	2,864
	\$ 2,588,711	\$ 2,281,977

2007-2008 Financials

Notes to Financial Statements (continued)
Year ended June 30, 2008

Peace Hills Trust

Mortgage, repayable in monthly installments of \$28,717 including interest at 6.09%, secured by land and building at 229 4th Avenue South, Saskatoon, maturing July 2012.

\$ 2,259,103

\$ 2,459,276

Chrysler Financial

Automotive loan, repayable in monthly installments of \$1,699 at 3.99% interest, maturing January 2011.

49,967

2,309,070

2,459,276

Current portion of long-term debt

235,118

\$ 2,073,952

200,173

\$ 2,259,103

Expected annual repayments on long-term debt are as follows:

Year ended June 30,

2009	\$ 235,118
2010	249,225
2011	255,664
2012	258,782
2013	1,310,281
	\$ 2,309,070

Deferred contributions represent amounts received relating to various property and equipment acquisitions. These amounts are being recognized as revenue on the same basis as the related assets are being amortized.

Balance, beginning of year

\$ 798,382

\$ 1,141,142

Amortization

(81,719)

(342,760)

Balance, end of year

\$ 716,663

\$ 798,382

Notes to Financial Statements (continued)
Year ended June 30, 2008

The Institute has commitments under operating leases over the next five years as follows:

2009		\$ 1,022,854
2010		772,916
2011		341,373
2012		193,363
2013		17,641
		\$ 2,348,147

Net assets invested in property and equipment is comprised of:

Net book value of property and equipment	\$ 4,446,144	\$ 4,569,180
Purchase of property and equipment financed by:		
Long-term debt	(2,309,070)	(2,459,276)
Deferred contributions	(716,663)	(798,382)
Net assets invested in property and equipment	\$ 1,420,411	\$ 1,311,522

The Board has internally restricted net assets for the completion of the following projects:

Addictions Projects	\$ 2,911	\$ 35,356
Labour Market Partnerships	54,611	192,335
	\$ 57,522	\$ 227,691

The Institute has a defined contribution pension plan for the benefit of its employees. Membership in the plan is mandatory for eligible employees and employee contributions are matched equally by the Institute up to 7.5% of salary. The Institute's contribution to the plan was \$467,851 in 2008 (2007 - \$387,240). Annual contributions by the Institute are recorded as expenses in the statement of operations.

2007 - 2008 Financials

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2008

7. Long-term debt:

	2008	2007
Peace Hills Trust Mortgage, repayable in monthly installments of \$28,717 including interest at 6.09%, secured by land and building at 229 4th Avenue South, Saskatoon, maturing July 2012.	\$ 2,259,103	\$ 2,459,276
Chrysler Financial Automotive loan, repayable in monthly installments of \$1,699 at 3.99% interest, maturing January 2011.	49,967 2,309,070	2,459,276
Current portion of long-term debt	\$ 235,118 \$ 2,073,952	200,173 \$ 2,259,103

Expected annual repayments on long-term debt are as follows:

Year ended June 30,		
2009	\$ 235,118	
2010	249,225	
2011	255,664	
2012	258,782	
2013	1,310,281	
	\$ 2,309,070	

8. Deferred contributions:

Deferred contributions represent amounts received relating to various property and equipment acquisitions. These amounts are being recognized as revenue on the same basis as the related assets are being amortized.

	2008	2007
Balance, beginning of year	\$ 798,382	\$ 1,141,142
Amortization	(81,719)	(342,760)
Balance, end of year	\$ 716,663	\$ 798,382

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2008

9. Commitments:

The Institute has commitments under operating leases over the next five years as follows:

2009	\$ 1,022,854
2010	772,916
2011	341,373
2012	193,363
2013	17,641
	\$ 2,348,147

10. Net assets invested in property and equipment:

Net assets invested in property and equipment is comprised of:

	2008	2007
Net book value of property and equipment	\$ 4,446,144	\$ 4,569,180
Purchase of property and equipment financed by:		
Long-term debt	(2,309,070)	(2,459,276)
Deferred contributions	(716,663)	(798,382)
Net assets invested in property and equipment	\$ 1,420,411	\$ 1,311,522

11. Net assets internally restricted:

The Board has internally restricted net assets for the completion of the following projects:

	2008	2007
Addictions Projects	\$ 2,911	\$ 35,356
Labour Market Partnerships	54,611	192,335
	\$ 57,522	\$ 227,691

12. Pension plan:

The Institute has a defined contribution pension plan for the benefit of its employees. Membership in the plan is mandatory for eligible employees and employee contributions are matched equally by the Institute up to 7.5% of salary. The Institute's contribution to the plan was \$467,851 in 2008 (2007 -\$387,240). Annual contributions by the Institute are recorded as expenses in the statement of operations.

2007 - 2008 Financials

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Notes to Financial Statements (continued)

Year ended June 30, 2008

13. Financial instruments:

Effective July 1, 2007, the Institute adopted the Canadian Institute of Chartered Accountants' Handbook Section 3855, Financial Instruments - Recognition and Measurement.

Pursuant to the requirements of this Section, the Institute has designated its investment in Sun Life Financial as available-for-sale, and carries the investment at fair value. The adoption of this accounting policy resulted in an increase to investments and unrestricted net assets of \$219,479 at July 1, 2007. Prior year figures presented for comparative purposes have not been restated for this change in accounting policy.

For the year ended June 30, 2008, the fair value of the Sun Life shares has decreased and resulted in the recognition of an unrealized loss of \$55,194 in the unrestricted net assets. The cumulative unrealized gain reported in unrestricted net assets at June 30, 2008 is \$164,285.

The Investment in Sun Life Financial is based on quoted market values for the securities on the Toronto Stock Exchange.

	2008		2007	
	Cost	Fair value	Cost	Fair value
Investment in Sun Life Financial	\$ 98,532	\$ 262,817	\$ 98,532	\$ 318,011

Accounts receivable are classified as "loans and receivables" and are measured at amortized cost. Accounts payable and accrued liabilities and long term debt are classified as "other financial liabilities" and are measured at amortized cost.

The carrying values of cash, accounts receivable and accounts payable and accrued liabilities approximate their fair values due to the relatively short periods to maturity of the instruments.

The mortgage payable to Peace Hills Trust and the automotive loan with Chrysler Financial bear interest at negotiated rates based on prime rates and accordingly these represent the current market rates of interest available to the Institute. As such, the fair values approximate the carrying values.

14. Economic dependence:

The Institute is economically dependent on government funding.

15. Comparative figures:

Certain prior year's numbers have been reclassified to conform to the current year's financial statement presentation.

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Revenue

Year ended June 30, 2008, with comparative figures for 2007

	2008	2007
Institutional programs and operations:		
SITAG	\$ 4,737,023	\$ 4,354,816
Province of Saskatchewan	2,680,081	1,156,726
First Nations and Tribal Councils:		
Tuition fees	1,638,977	1,234,627
Direct purchases	991,002	1,116,312
Indian and Northern Affairs Canada - Operational Supplement	1,440,000	1,440,000
Province of Saskatchewan - Core Operating Grant	1,152,116	1,102,185
Tuition fees - individuals	468,713	331,643
Indian and Northern Affairs Canada	143,356	-
SaskTel	131,800	-
North West Regional College	114,460	47,735
Northlands Regional College	100,325	120,940
Charles J. Andrews Youth Treatment Centre	54,436	-
Dumont Technical Institute	44,805	102,999
SaskEnergy	41,731	23,451
Cumberland College	40,400	-
First Nations Agricultural Council	25,000	-
Parkland Regional College	18,660	21,692
Prairie West Regional College	11,471	11,473
Other	91,255	82,143
Amortization of deferred capital contribution	-	250,355
 Contract projects:	 \$ 13,925,611	 \$ 11,397,097
Construction Careers Project:		
Province of Saskatchewan	\$ 919,775	\$ 621,442
Other	283,566	265,125
SIIT Call Centre Project	1,145,988	947,566
SITAG	648,985	582,094
Indian and Northern Affairs Canada	267,721	363,981
Industrial and Regional Benefits Programs	232,428	-
Province of Saskatchewan	226,825	291,193
Health Canada - First Nations and Inuit Health Branch	72,217	100,000
Indian Resource Council	51,000	-
Western Diversification	-	52,747
Other	50,434	1,560
Amortization of deferred capital contributions	81,719	92,405
 Contract training:	 \$ 3,980,658	 \$ 3,318,113
Health Canada - First Nations and Inuit Health Branch	\$ 1,214,172	\$ 960,151
Indian and Northern Affairs Canada	75,098	183,509
 Other:	 \$ 1,289,270	 \$ 1,143,660
Interest	\$ 69,527	\$ 39,040
Miscellaneous	14,943	7,696
	\$ 84,470	\$ 46,736

2007 - 2008 Financials

Schedule 2

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Expenses by Function

Year ended June 30, 2008, with comparative figures for 2007

	2008	2007
Institutional programs:		
Diploma programs	\$ 3,340,006	\$ 3,607,581
Other career programs	2,811,995	1,463,069
Program planning, development and coordination	2,476,879	1,168,560
Certificate and applied certificate programs	1,935,844	1,906,013
Academic preparation programs	1,424,463	1,408,746
Amortization of property and equipment	128,518	298,681
Cost recoveries	(408,408)	(463,286)
	\$ 11,709,297	\$ 9,389,364
Institutional operations:		
Institutional support	\$ 2,143,070	\$ 1,839,405
Operations and maintenance	635,482	676,615
Board	200,453	191,246
Amortization of property and equipment	51,779	69,762
Cost recoveries	(1,017,878)	(703,789)
	\$ 2,012,906	\$ 2,073,239
Contract projects:		
Construction Careers Project	\$ 1,325,942	\$ 926,040
SITAG projects	648,985	598,230
SIIT Call Centre Project	524,409	433,843
Province of Saskatchewan projects	212,752	243,158
Labour market projects	170,169	192,855
Industrial and Regional Benefit Programs	156,869	-
Other	127,103	170,127
Indian and Northern Affairs Canada projects	118,743	360,259
Indian Resource Council	51,160	-
Western Economic Diversification	-	59,483
Amortization of property and equipment	72,089	87,609
Cost recoveries	(122,914)	(29,858)
	\$ 3,285,307	\$ 3,041,746
Contract training:		
National Native Alcohol and Drug Abuse Program	\$ 1,108,965	\$ 838,631
Community Health Representative training	82,071	95,460
Firefighter training	75,099	178,160
Doula Training	23,135	-
Youth Solvent Abuse	-	38,527
Amortization of property and equipment	19,283	21,039
Cost recoveries	-	(7,000)
	\$ 1,308,553	\$ 1,164,817
SIIT building:		
Operating costs	\$ 608,147	\$ 515,021
Amortization of property and equipment	248,230	260,880
Loan interest	144,767	156,331
Cost recoveries	(978,325)	(1,017,995)
	\$ 22,819	\$ (85,763)

SASKATCHEWAN INDIAN INSTITUTE OF TECHNOLOGIES

Expense by Object

Year ended June 30, 2008, with comparative figures for 2007

	2008	2007
Salaries and benefits	\$ 9,804,558	\$ 8,053,072
Contractual services	2,065,391	1,714,025
Facilities rent	2,032,686	1,662,962
Travel and sustenance	984,036	964,096
Supplies	691,452	512,376
Coordination charges	444,398	371,776
Reference materials	429,018	466,597
Administration charges	357,734	346,715
Advertising	340,951	245,076
Vehicle and equipment rentals	314,037	143,625
Trainee travel and sustenance	301,513	152,404
Telephone	264,376	264,199
Utilities	245,940	194,789
Special projects	170,169	189,891
Bank charges and interest	161,999	171,902
Board expenses	158,357	119,299
Furniture and major tools	148,555	178,649
Photocopying, printing and binding	140,469	125,529
Maintenance	133,914	131,111
Janitorial	129,946	132,639
Miscellaneous	116,970	100,765
Property taxes	102,829	85,111
Training - students	84,229	88,450
Professional development	83,161	22,556
Memberships and licenses	75,735	53,156
Insurance	69,843	58,482
Scholarships	69,758	25,289
Courier, freight, and storage	61,861	45,977
Resource persons	61,383	99,024
Registration	61,256	67,860
Audit and accounting fees	60,150	50,600
Purchases	56,285	31,827
Graduation	41,795	55,566
Human resources charges	32,170	26,188
Legal fees	16,988	38,578
Postage	14,417	14,930
Indenturing fees	11,730	8,050
Subscriptions	6,402	3,959
Business development	48	30
 Total expenses before recoveries and amortization	 \$ 20,346,509	 \$ 17,017,130
Amortization of property and equipment	519,898	737,971
Loss on disposal of property and equipment	50,230	
Less recoveries	(2,527,525)	(2,221,928)
 \$ 18,338,882	 \$ 15,583,403	

Locations

Saskatoon Campus

Suite 201, 229 4th Avenue South
Saskatoon, SK S7K 4K3
Tel: 306-373-4777
Fax: 306-373-4977

Regina Campus

2024C Albert Street South
Regina, SK S4P 2T7
Tel: 306-546-2945
Fax: 306-546-2944

Prince Albert Campus

900 – 1st Avenue East
Prince Albert, SK S6V 6P2
Tel: 306-953-7225
Fax: 306-763-6899

North Battleford

1202 – 101st Street
North Battleford, SK S9A 0Z8
Tel: 306-445-1383
Fax: 306-937-6630

Meadow Lake

720 – 5th Street West
Meadow Lake, SK S9X 1V8
Tel: 306-234-5115
Fax: 306-236-7630

Onion Lake

Box 340
Onion Lake, SK S0M 2E0
Tel: 306-344-2525
Fax: 306-344-2559

Fort Qu'Appelle

Box 985
Fort Qu'Appelle, SK S0G 1S0
Tel: 306-332-8240
Fax: 306-332-1396

Yorkton

Bay #4 – 37 7th Avenue South
Yorkton, SK S3N 3V1
Tel: 306-783-2225
Fax: 306-783-2248

La Ronge

Box 480
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Tel: 306-425-5350
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